

SPOKE

Conestoga College, Monday, November 13, 1989

College teachers rally at Queen's Park to lobby the government to end the strike. More on page four.

Varsity men's hockey team places second in a weekend tournament in New York State. More on page seven.

Proposal demands province ends strike

By Andrea Buckley

Doon Student Association president John Lassel believes a recent proposal put together by the Ontario Community College Student Presidents Association will make teachers and management more aware of the role students are playing in the current faculty strike.

The proposal, unveiled at a news conference Nov. 1, demands the province legislate community college teachers back to work, but opposes a binding arbitration solution.

About 8,800 college teachers represented by the Ontario Public Service Employees Union have been on strike since talks broke down Oct. 18.

Lassel said bargaining teams are so far removed from the students that he doesn't think anything that has been done so far has had a dramatic effect on negotiations.

"We do have an understanding about what's happening, and we

have to say something. This dispute has been going on since last December, and students haven't actually been brought into it until now," said Lassel.

The association's proposal recommends a 6.8 per cent pay increase for teachers in each year of a two-year contract, and one year of retraining within the instructor's field with full salary.

It also suggests 15 non-cumulative and five cumulative days sick leave with full pay.

Lassel said there has been no response so far from either side at the bargaining table, but that doesn't mean they haven't looked at the proposal. He said it is "very doubtful that students are going to be able to come up with a better solution", when the best negotiators on both sides have been working for this long

"Maybe they are arguing some of the issues in the proposal, but they're certainly not going to admit that," he said.

Picket line incident is isolated occurrence

By Brian Shypula

A striking Conestoga College teacher was involved in incidents with two separate cars while picketing at Waterloo campus Nov. 1.

Bob Carter, a mechanical engineering teacher at Doon campus, came into contact with two cars attempting to enter the Waterloo campus. The incident occurred while continuing education students were arriving for their evening classes.

Carter was not hurt and there was no damage to the vehicles.

Police were called to the scene but no charges were laid.

College president John Tibbits, after viewing a video of the incident obtained from CKCO-TV, said it appeared the teacher made a conscious effort to get in front of the cars.

"I would hope for more professional behaviour," said Tibbits, explaining this type of action could lead to a more serious incident.

"I'm not impressed by it," he added.

Tibbits said on the whole picketing has been responsible, and the incident was the result of one fed up teacher.

"I don't think it reflects the policy of the union," he added.

Jay Moszynski, union spokesperson for Conestoga faculty, said he hadn't had the opportunity to view the video in detail, but "nobody would have jumped on a car."

"It's absolutely an isolated incident," said Moszynski.

He said the union distributed pamphlets on picket line behaviour to the striking teachers, and added "We have been observing the rules of peaceful demonstration."

Students won't lose academic year: Tibbits

By Brian Shypula

College students are not in danger of losing their academic year as the faculty strike continues into its third week, according to Conestoga president John Tibbits.

The official media spokesperson for the college, Tibbits said the strike had reached a critical point for individual students, but not for the entire student body.

He said many individual students may lose their patience with the strike, opting to work instead.

If students want to stay (continue with their academic year), "We will ensure their programs are operating," said Tibbits.

It has been reported that nursing students will lose their academic year if the strike lasts more than three weeks.

Tibbits said that statement was made by the union and was incorrect. He said the union made the statement in the "context of reassuring teachers their strike would only last three weeks."

Tibbits admitted that nursing programs were more sensitive to lost time during the strike, but that arrangements were being made to prevent nurses losing their year.

Tibbits added the ultimate decision on the fate of an academic

See page 4



(Photo by Brian Shypula/Spoke)

Teachers protest

Teachers wave a Frankenstein effigy of St. Lawrence College president and leader of the college bargaining unit, Bill Cruden, at a rally held Nov. 8 at Queen's Park. College teachers from around the province gathered to protest the strike. See page four for stories and photos.

Winning design chosen for new administration building

By Brian Shypula

The winning design for Conestoga College's proposed new administration building is by Horton & Ball Walter Fedy McCargar Hachborn, who were chosen from a three-company architectural competition. The firm designed most of the Doon campus main building.

"All three presentations were very, very good. It wasn't an easy decision," said David Putt, director of physical resources.

The college hopes to receive provincial funding for construction of the building in April or May in order to have the facility ready by August, 1991.

Putt explained the new building will be more than just an administrative center. The facility will house a number of teaching areas for employer-centred training and continuing education classes.

Putt said including the teaching areas was important due to growth in the employer training programs and transfer of some continuing education classes to day-time hours.

"It gives us greater flexibility," he said.

The new building will also give the college more flexibility in improving the existing facilities. Putt said the administration build-

ing is the "integral part" of the college's five-year plan to improve its facilities. The plan's main focus is the improvement of teaching facilities, either by adding new classrooms or renovating existing ones. Better sound insulation and lighting improvements are also planned. Better teaching facilities could potentially increase the college's enrolment, therefore, Conestoga must also improve its secondary facilities such as cafeterias, lounges and washrooms.

According to Putt, the college is planning to expand the main cafeteria next year. They are also considering increasing the number of satellite cafeterias such as Dooners. New student and faculty lounges are also in the works. Putt said the student lounges would be different in appearance and function from the existing lounge, adding some may be quiet study areas while some will continue to have music.

The new administration center will be built on the site of the existing portables housing administrative staff. Putt said a solution is required concerning where to put staff once construction of the new building begins.

The tentative plan is to move these workers into the old wood products building, which is presently empty. However,

renovation of the wood products area to offices would have to be made so little change would then be required to convert the offices to classrooms, said Putt. He added this area could accommodate 10 new classrooms for 300 to 400 new students.

Once the new building is finished, Conestoga also has the option of moving early childhood education facilities from the main building to the existing administration building, freeing more space in the main building.

By freeing up space in the main building, the college will be able to move facilities such as the bookstore in.

Many of the potential changes to the college have come from a two-year-old report done by a consulting firm hired by Conestoga, said Putt.

"The problem is they gave us too many options," said Putt of the complexity of the issue.

Putt set March 31 as a deadline for completion of preliminary planning. By that date he wants layouts for the new administration building, plus plans for the existing administration building and the old wood products center.

He added it was too difficult to put a price tag on the entire five-year plan as the options have to be narrowed down.

SPOKE

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Racism alive in Canada

By Brian Shypula

Racism is ugly, and while watching television recently I came across two ugly incidents.

The first was on a Buffalo news show. A black man attending a Bills football game left the stadium to find "NIGER" painted on the side of his car. The poor speller with the spray can wasn't giving him a geography lesson.

The second distasteful example was an interview with David Duke, a former grand wizard with the Ku Klux Klan. Duke is now a member of the Louisiana state senate with a growing number of bigots following his white rights platform. Among Duke's more dubious achievements are labelling blacks as "welfares," and featuring a map outlining a racially segregated U.S. in his newspaper, the NAAWP (National Association for the Advancement of White People).

But this was American TV. These things don't happen in Canada. Right?

Wrong—at least according to Ontario Premier David Peterson. At a meeting for provincial Liberal riding presidents, Nov. 3, Peterson warned the audience Canada risks being pulled apart by growing intolerance for racial, linguistic, regional and religious minorities.

Ironically, the Peterson government had a chance to take a stand on racism earlier the same day but failed.

Attorney-General Ian Scott announced Philippe Rushton would not be charged with promoting hatred against an identifiable group, or wilfully spreading false news. Scott said there was insufficient evidence to prosecute Rushton for either offence under the Criminal Code.

This was a meek decision considering the Liberal government has a race relations policy condemning racial superiority.

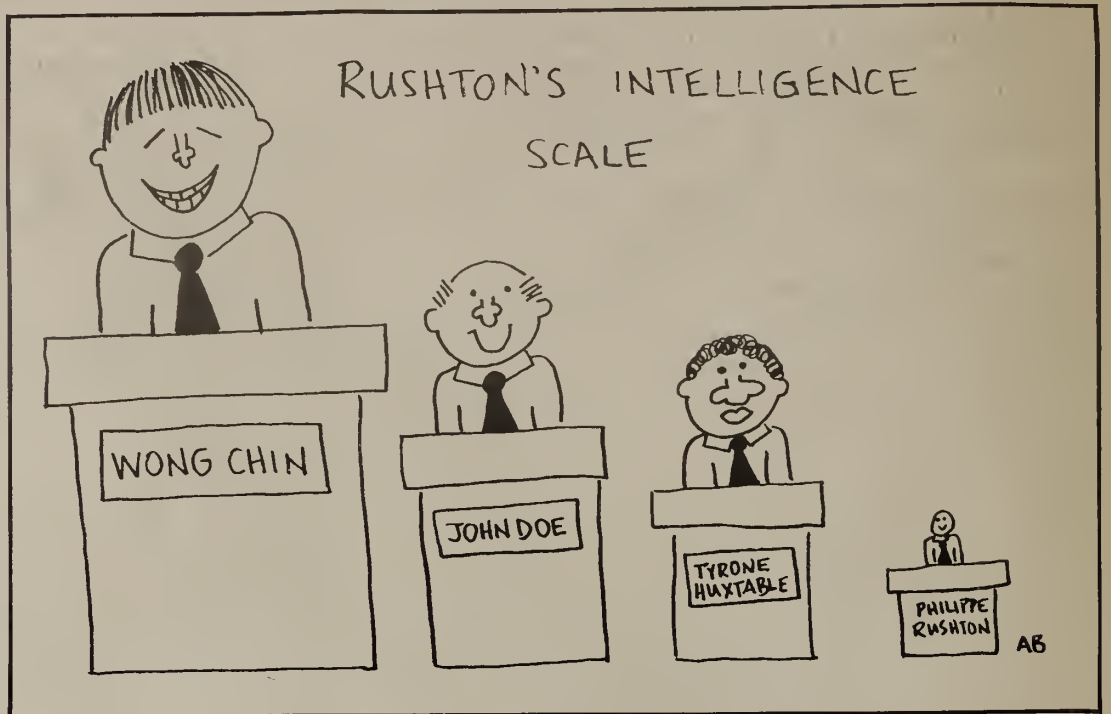
In fact, the best Scott could do was label Rushton's theory as "looney."

Under the masquerade of academic freedom, Rushton, a psychology professor at the University of Western Ontario, published a theory that blacks are inferior to whites and whites are inferior to orientals in such areas as intelligence, sexual restraint and law-abiding behaviour.

If this isn't racial superiority, what is?

It's time for the Peterson government to end their rhetoric—they must either enforce their race relations policy or draft laws capable of combatting racism.

OPINION



YOU TELL US:

What are you doing here?



We're working on a data processing assignment.

Jeff Noid
Christine Smart
 First-year management studies



When we get back we'll be getting some tests so I'm studying. We were left some assignments but those are all done.

Jean-Paul Beaudette
 Third-year business administration accounting



I'm doing some homework - working at my own pace so I hopefully don't get too far behind.

Betty Randall
 Second-year nursing



This guy's eating cookies and muffins, this guy's working on his resume, and I'm here for my OSAP.

Frank Gaillzzi
 Business administration accounting

It's business as usual at Spoke during the strike. We're still accepting letters to the editor; please include your name and program.

Bambi on a dinner plate no worse than Old MacDonald's cow



By Andrea Buckley

Exactly one week from this morning, a friend of mine slid out of bed at 5:30 a.m., dressed himself in camouflage and set out into the bush with his shotgun and a peanut butter sandwich. It was the opening day of deer hunting season.

Wait! Don't stop reading. I know there are about 200 readers out there who have started with the cruelty to animals argument already. I've been there too. When I first learned about what this friend of mine did during the fall months, I said the same thing. I cried when I saw Bambi, and I was 19 at the time. I told him he was cruel, heartless, sick, insane

and looked like Rambo.

Then I listened.

He explained the hunters' side of the story, and when he was done there wasn't a thing I could argue with. I believe that's the trouble with so many animal-lovers. They don't stop long enough to learn the facts.

I watched a newscast the week before deer season opened. It seems a bunch of people are annoyed because they're allowing a controlled hunt to take place in Long Point, Ont. The deer in this area are so over-populated that they are literally eating themselves out of house and home. They are beginning to pass diseases on to residents in the area, and finally the government has stepped in.

Originally they decided to hire a group of licensed killers to come in, slaughter the deer and dispose of them. This was to cost millions of dollars for taxpayers. Long Point is home to hundreds of licensed hunters who would have been glad to shoot their quota of deer, make use of the meat by feeding their families and not charge a cent for their ser-

vices. In the end, the government overturned their decision and organized a regulated hunt.

The anchorperson on the news talked to a woman who was bitterly opposing the hunt. She said it wasn't fair to the animals. It was cruel and the situation should be dealt with in a more civilized manner. She was wearing a full-length llama-skin coat, and probably had a roast cooking in her oven at home.

This is the most blatant case of hypocrisy I've ever seen. Each year in Ontario, the government organizes a fully controlled deer hunt. Basically, names are chosen through a lottery in each township and only a certain number can hunt. Each hunter is allowed one deer tag, and party hunting is only permissible when hunting bucks, not does. This means hunters can use each other's tags for males, and the number of females is more closely controlled.

I could carry on for pages with rules and regulations. Ontario deer are counted, charted, followed, studied, numbered, and

listed in countless scientific research papers. Perhaps it is easier to ask a hunter about the rules. They know them. Sure, there are those who break regulations but these people exist in all sports. Stiff penalties are handed out and enforced.

Furthermore, most hunters are great conservationists. My friend, the hunter, is the guy who slams on the brakes and pulls over to pick up somebody's discarded wine bottle for his recycling box. He is a member of several wildlife conservation organizations, can spot a grouse a mile away in thick brush, and knows how to distinguish a dog-print from a grizzly bear print in the mud.

Most hunters know what they're shooting, can tell how old the deer is, its sex and its weight from 100 yards away. They can also have trouble pulling the trigger, and know perhaps better than any animal activist what a beautiful sight a deer grazing in a field is.

The great hunter looked at far more deer than he shot last week. In fact, we won't be eating any venison this winter.

LETTERS TO THE EDITOR

Dear Editor:

I am writing to express my view that what the teachers and administration are doing to thousands of college students during the current strike is a sad tale.

Administration received monies for services that were to be filled in a certain time period, knowing that a strike was a possibility. Did they prepare for this so all services could still be given to their customers? No! I was told it might be considered strike breaking and the union might not like this. Whose side is administration on?

They hire 15 extra security guards (at first) at \$25 an hour 24 hours a day (Now there are only nine extra, that's \$600 each per day) but can't find anyone responsible to supervise practical workshops?

Teachers have some real issues on job security and changes in handling accumulated sick days that should be discussed and worked out. But on pay? They want parity to high school teachers or better. Seems fair to me. They have less contact hours per week, more weeks vacation per year, don't need university or teachers' college degrees, but what does that matter? Do they really need to know how to teach? Obviously not.

I asked some of our instructors if they wanted to strike and haven't found one who said they voted for it. How did we get a 56 per cent strike vote at Conestoga?

Students are the victims in this

sorry story. They have no positive recourse legally or financially. While waiting for the strike to end, students tend to spend more money, and at the end of the strike will have more expenses like extra rent, travel expenses and loss of real income as a result of less work weeks in the summer. This may effect students' income between 25 and 50 per cent for the year.

If I wanted to see the kind of behavior that the teachers, unions and administration are showing I could have gone to the day care centre.

I suggest that both sides talk quietly and responsibly to find some solutions quickly. They should admit they can't agree on a solution and get in binding arbitration.

Make it illegal for teachers to strike (teachers unions always strike when it will hurt students most, and teachers support it!) and get the students off the hook!

As the victims suffer under the financial burden and either drop out or cut back on living standards (which are usually at poverty levels already), both teachers (unions) and administration must take their portion of blame for this needless waste and senseless brutality.

Perhaps as well as teacher training for our instructors, they could have classes for all concerned in moral and social ethics!

R.D. Puddy

Second-year woodworking technology

Dear Editor:

I am writing in response to a recent letter by a student who was charged for not wearing his seat belt in Burlington.

I believe this student is unaware of the legislation and the reason this particular law exists. I would like to provide some background so you will understand why I am writing on this issue.

Although I am the chair of the School of Business, I was once the police sergeant in charge of the Halton Regional Police Traffic Bureau. It was my job and the job of the members of our traffic unit to investigate all serious and fatal motor vehicle collisions. Over my 13 years in Ontario policing I realized the significant impact seat belt use had on the reduction of death and injury in motor vehicle collisions. I was responsible, on a weekly basis, for investigating these collisions and for notifying next of kin of the death of a relative.

Particularly frustrating was the investigation of death and injury to children in such collisions. I soon began to realize that in order to help others, the law on seat belt use must be put to the public in two

ways - education and enforcement. You see, some people will use belts when they see what not using them can do, while others will use belts out of a fear of apprehension.

I really don't care why a person chooses to wear a seat belt, only that they do. Driving is not a right in this country, it is a privilege, and as such, that privilege can be withdrawn at any time. The seat belt legislation was long overdue and since we live in a democratic society it is the will of the people that this law exists and is enforced.

I wonder what your original letter by the student would say if while he were driving, a child in his car was killed or injured because he failed to ensure the child was buckled up. I wonder what his parents would say if I came to their home at 3 a.m. and told them their son was dead as a result of not wearing his seat belt. It has been my experience that they would feel guilty for not ensuring their son knew the value of seat belt use. Why should they pay the price for the ignorance displayed by their child when it comes to seat belts?

I could go on indefinitely describing what I have seen and what I have had to endure at the

scene of such collisions. One cannot appreciate seat belts until the tragic results of not using them has been witnessed first-hand. I can arrange for the original author to spend some time with police, observing the daily outcome of lack of seat belt use. I can arrange for him to witness an autopsy from a collision where seat belts would have saved a life or reduced the seriousness of injury. I guarantee he would change his opinion.

In closing, let me say that there are far more people killed or injured from not wearing seat belts than from drugs or murders. The reports to support this are available.

I really don't care what this person's personal views or assumptions are about seat belt legislation but I can guarantee that if he refuses to wear his belt, and he insists on the privilege of driving in Halton Region, his \$53-ticket will not be his last. Their policy is clear and correct in every way.

Buckle up.

Jim Drénan

Chair, School of Business
Doon campus

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Teachers take bite out of government

By Alan Elliott

An apple being eaten away illustrated how Sheridan faculty consider the Ontario government's squeeze on funding for community colleges.

At the Queen's Park faculty rally, organized to publicize major issues of the dispute, a line of about 10 teachers hoisted a series of posters featuring first a bright red apple, then an apple minus a bite, then an apple eaten to the core — all with accompanying slogans.

Bite number one: class labs operate with outmoded equipment.

Bite number two: the length of courses has been shortened.

Bite number three: classes are overcrowded.

Although the dispute is about salary, job security and the members' paid sick-leave plan, speaker after speaker at the rally emphasized that the core of the problem is underfunding for education.

Ted Montgomery, a member of the union bargaining team and teacher at Seneca College, called "Vision 2,000" — the Peterson government's projected investment in Ontario's future technology — a nightmare that is sacrificing post-secondary education.

Montgomery singled out St. Lawrence College President Bill Cruden, who heads the college bargaining unit, and charged that a failure of leadership by college presidents has invited the money shortage.



Sheridan college teachers wave posters to emphasize the problems with Ontario's education system.

(Photo by Brian Shypula/Spoke)

"(Cruden's) Vision 2,000 is layoffs. It's a steal of the sick leave. It's underpay. He supports the underfunding and he's the problem along with (Minister of Colleges and Universities Sean) Conway."

Referring to a 1984 faculty strike, Montgomery said, "It is shameful that Cruden and his cronies on the Committee of Presidents has

forced us to go on strike again for quality education."

Cruden has maintained that management's offer of a six-per-cent salary increase in each year of the two-year contract is fair considering the four-per-cent hike in base operational grants to the colleges.

Bill Graham, speaking for the

University Faculty Association, said his union backs the demands of the college teachers and, calling Ontario's economy one of the richest in the world, questioned the lack of funding.

"Mr. Peterson and Mr. Conway," Graham said, "Why are we dead last (among the provinces) in funding for post-secondary education and operating grants per student?"

Conway, in a speech scarcely heard above the crowd's hostile reception, spoke about his belief in the two-party bargaining system and said the government has no intention of intervening in the dispute.

Montgomery maintained, however, that the teachers, in their demands for fair funding, are not seeking back-to-work legislation.

Montgomery says shut down colleges

By Brian Shypula

College students may be prevented from entering any campuses still operating if pickets heed the order given them at the teacher's protest at Queen's Park.

"Go back to the picket lines—close the colleges," said Ted Montgomery, vice-chair of the union's bargaining team.

Montgomery said campuses must be closed to "put a stop to the

pretence that the colleges could continue to run." He explained by keeping the colleges open, management could prove the strike would not be successful.

Bart Wesseling, local union president at Conestoga, reinforced Montgomery's statements. In a brief interview after the rally, Wesseling said pickets must discourage the colleges from operating.

He explained this means stepping

up picket line activity and keeping students off campuses.

"A total closure would have reduced the strike one week," said Wesseling, a member of the union's negotiating team.

He added only support staff would be let on campuses, explaining it was part of their contract agreement that they cannot be laid off due to a faculty strike.

"If they're there, the college has to pay them," Wesseling said.

Conestoga student speaks at rally

By Brian Shypula

Expressing a concern about the future of college education in Ontario, Conestoga College's Christine McIver was the only student to address striking teachers at their protest at Queen's Park.

She identified the quality of education and the quality of teachers as the main strike issues. Saying students are the future of this country, the third-year business management student from the Stratford campus told the Peterson government to "listen up if they are truly concerned about the future of Canada."

She said government decisions on education will not only affect

students presently enrolled in community colleges, but hundreds of thousands that will be enrolled in the future.

McIver, a single mother, said: "Not only my future but my son's future rests in the hands of this government."

She said community colleges are not second-rate educational institutions, explaining that if the government feels college teachers are unworthy of proper compensation, then they risk losing faculty to employers that do.

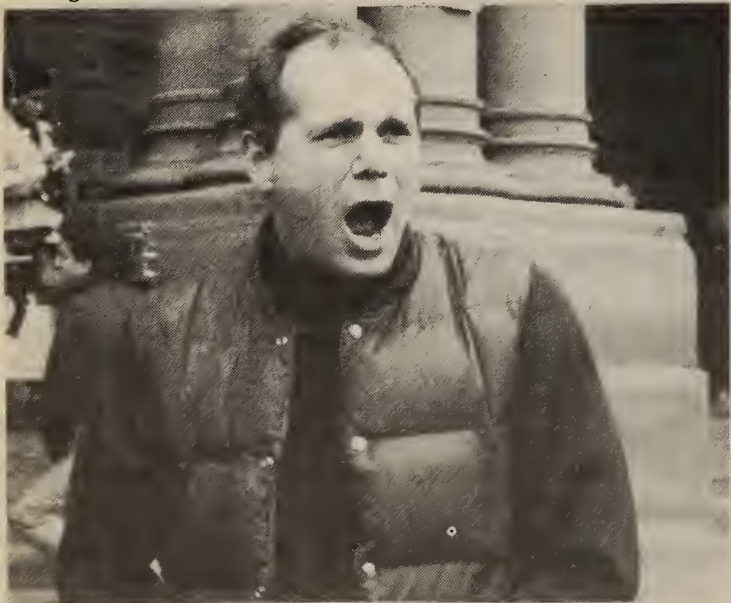
McIver was invited to speak at the rally because of her successful letter-writing campaign, said Jay Moszynski, media spokesperson for the striking faculty at Conestoga College.

In a telephone interview the morning of the protest, McIver said she was going to read excerpts from her letter, entitled The Real Education issue, to the teachers.

McIver sent copies of the letter to 14 Ontario newspapers. She identified the Kitchener-Waterloo Record, the Stratford Beacon-Herald and the Toronto Star as papers that have published it.

McIver said she wasn't nervous about speaking at the protest because: "I really believe in what I'm saying."

Paddy Musson, chair of the union negotiating team, thanked McIver for speaking while also thanking McIver's instructors for teaching her well.



Ted Montgomery, vice-chair of the union negotiating team, rallies teachers at Queen's Park.

(Photo by Brian Shypula/Spoke)



Third-year business management student Christine McIver got a chance to speak at the rally after her successful letter-writing campaign

(Photo by Brian Shypula/Spoke)

Tibbits from page 1

year fell with the Council of Regents, the Ministry of Colleges and Universities and the Boards of Governors at the individual colleges.

He said their decision must balance having programs end as close to the normal time as pos-

sible while maintaining academic credibility.

Jay Moszynski, union spokesperson for Conestoga teachers, said he thought the academic year of students may be in jeopardy.

He added statements made about the nurses' situation were factual

and were made with "concern for all students in general".

"There was no ulterior motive to the statement (about nurses losing their year)," said Moszynski, who confirmed union ranks were not breaking.

Continuing education cancels 11 classes

By Brian Shypula

Full and part time Conestoga students are not the only ones affected by the faculty strike as 11 continuing education classes have been cancelled.

Another 12 classes could be cancelled any time, according to Wendy Oliver, the college's director of continuing education, who said these classes are being evaluated on a daily basis.

Oliver said the courses cancelled were those being taught by full-time teachers. She explained these teachers are under a different contract for their continuing-education teaching positions.

Conestoga president John Tibbits said it was legal for faculty to teach these courses during the strike, but legally, they could not be paid. Originally, classes were only

postponed as replacements were sought for the unionized teachers, said Oliver. However, if substitute teachers were unavailable, the courses were cancelled because they could not be completed by the end of December.

She said the percentage of classes affected by the strike was small, with only 11 of 840 classes cancelled.

The cancelled courses come from all subjects, said Oliver, "but heavier on the technology side."

Tuition is being refunded to those students affected by the cancellations, said Oliver. She added these students will be given the chance to pre-register for the same courses in winter before the general public can register.

Oliver said the continuing education students affected by the teachers' strike have been disappointed, but understanding.

Campus Flashback

By Andrea Buckley

Twenty years ago this month:

Conestoga College entered a 1961 red MGA in the Inter-varsity Championship Rally. It only finished half the race before it blew a valve.

Advertisements were run for a semi-formal dance to be held in the Walper Hotel's Crystal Ballroom in Kitchener. The price was \$5 per couple.

Fifteen years ago this month:

An article was published outlining the federal government's new legislation on Canada's "soft drug" laws. Under the changes, the law on cannabis, (marijuana and hashish), would be more flexible and the sentences lighter.

New regulations were introduced to the Doon campus, making it impossible to hold afternoon pubs until after 4 p.m. Students were angry that no liquor was being sold at an afternoon presentation of comedy team Maclean and Maclean.

Ten years ago this month:

Ontario's community colleges faculty reject an offer by the Council of Regents and voted against a strike mandate. The offer would have given teachers a 6.5 per cent wage increase in the first year and 5.5 per cent in the second. "Spokesmen for the union say that they are seeking a settlement that would place them between the university and high school teacher salaries."

Five years ago this month:

Students returned to classes after a dead end in negotiations led to back to school legislation.

Richard Allen, "NDP Colleges and Universities critic," began an "OSAP Inventory Project" to determine how serious and widespread the problems were with the project

One year ago this month:

Kitchener-Waterloo transit strike began, leaving students scrambling to find rides to school.

Waterloo Mayor Marjorie Carroll officially opened the \$3.5-million health sciences complex at Doon.



THIS WEEK!

November 13-17

Free nooner in cafeteria featuring

Mike Carbone

11:30 a.m.

November 15

Ski Wear Fashion Show

11:30 a.m. in cafeteria

Despite the strike, all DSA-Adanac Tours trips will still be offered. Deadlines for deposits are fast approaching!

• **\$15-deposit due for Quebec Winter Carnival**

November 17

• **\$100-deposit due for Mont Ste. Anne**

November 24

• **\$100-deposit due for Puerto Plata**

November 24

See Cheryl in DSA Activities office for more information

DSA is beginning plans for Winter Carnival '90!

If you have any suggestions or would like to help, contact Cheryl

**Doon Student Association, Mark's Work
Wearhouse and Adanac Tours**

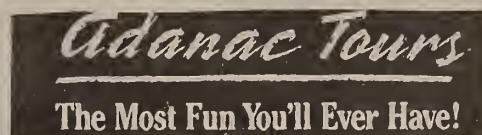
presents

SKI WEAR FASHION SHOW

11:30 a.m.

Wednesday, November 15

Main cafeteria



**Draw for free Quebec Winter Carnival Trip
Mark's Work Wearhouse Solar Fleece Jacket**

Winners must be present to win

No fee to enter



Sunbeam recruits students

By John Freitas

Kitchener's Sunbeam Residential Centre is looking for college students who thrive in a challenging and creative work environment.

The centre located at 2749 Kingsway Dr. is home for 66 severely handicapped children and young adults. It also provides a broad variety of outreach and support services for the community.

Tim Wilson, manager of human resources at the centre, said Conestoga's social work and early childhood education programs are in the most part tailored to the needs of the centre. In the absence of an industry-related diploma, Wilson said consideration would be given to completion of singular courses or relevant work experience.

"The main concern is that our employees understand the needs of our developmental residents," he said.

The centre is also recruiting students from the journalism program to assist in the production of several in-house publications.

Wilson describes the centre as being one of the best facilities in terms of cleanliness and care.

Marianne Levstek, manager of development and public relations, visits Conestoga regularly to recruit and draw community awareness to the mandate of the centre.

That mandate is to bring together the varied knowledge, skills and expertise of its staff in order to provide optimum services to individuals with developmental or physical handicaps, to their families and the community. The centre recognizes the value of each employee's individual skills, contributions and potential as its most valuable assets.

Levstek explained that 35 years ago parents who gave birth to a developmentally handicapped child encountered social stigma. These parents were advised by their physician and clergy to institutionalize the child because the child was not expected to live.

"What I believe is the hallmark of

Sunbeam Centre is the quality of life that we are able to provide," said Levstek.

She said quality of life is not solely measured by being fed and being made comfortable, but by the love and caring support given the residents by the staff.

Indeed the staff at the centre is dedicated. Several staff members have stayed in what others consider to be a high stress situation for more than 25 years.

"You feel that you are providing a service and a care that no one else can provide," said Levstek, who has been with the centre for five years.

"It's like taking care of your own child - you can take better care of that child than anyone else."

As a result of the support networks that now exist in the community, many of the developmentally handicapped live with their families for longer periods before being admitted to the centre. Levstek said many residents are now introduced to the centre at five years of age.

This facilitates what Levstek describes as a bonding between the

child and its family. During the last 10 years the centre has seen an increase in the extent of family involvement with the child.

Now doctors and clergy are advising families of developmentally handicapped children to make use of support systems available and that the child's quality of life can be sustained.

Levstek said even the most handicapped children are exceeding their life expectancy rate.

Volunteers play a large role in these programs. Levstek said all volunteers go through several hours of professional training before they are paired with a child. For instance, a volunteer working in the pool area would be taught procedure should a child have a seizure and how to interact with the child in the pool.

"Then (volunteers) are evaluated to make sure that what they're doing is appropriate and that they're happy and the staff's happy

with what they're doing."

Levstek said many of the volunteers are university, college and high school students, many of whom, through the recommendation of the volunteer coordinator, are subsequently hired as paid staff.

"I feel very positive about the centre," said Levstek. "It's hard not to. In other jobs you have a tendency to become complacent. But here each day has so many challenges - not only by the staff but by the people who live here. And when you see them surmounting these challenges it motivates you to do better."

Originally the prescribed treatment for the developmentally handicapped involved custodial care: bathing, feeding, and changing. Today it is much more than that.

"In our ignorance, we've been able to grow up," said Levstek.



Cheryl Proctor, assistant to development and public relations at Sunbeam Residential Centre, offers a helping hand to one of the residents.

(Photo by John Freitas/Spoke)

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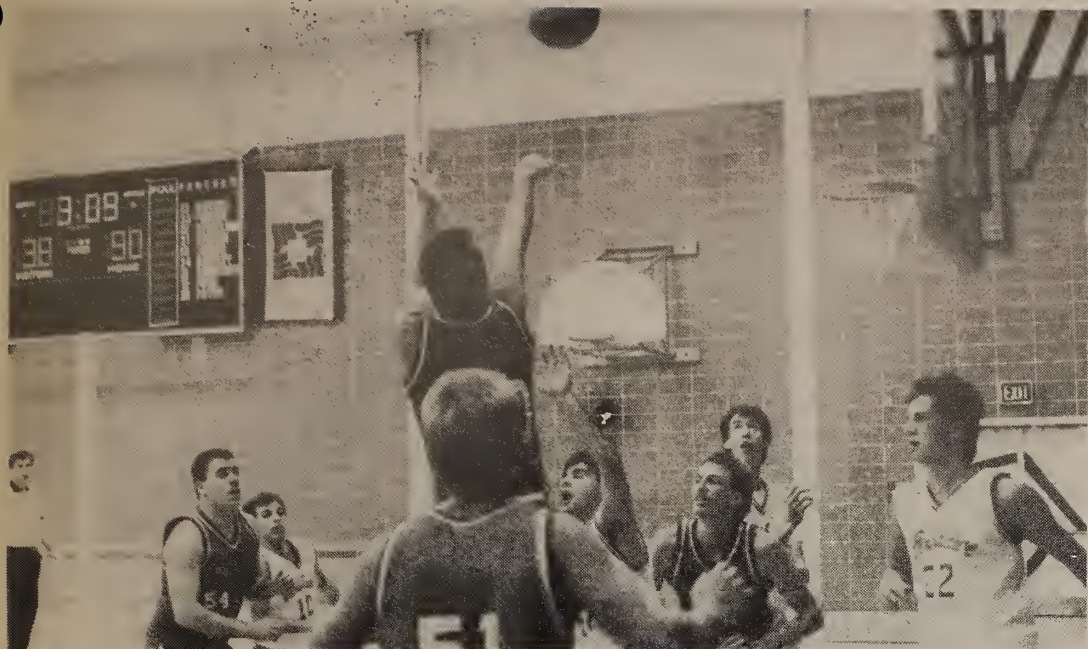
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SPORTS



Jim Harley attempts a fieldgoal in the Condors game against Fanshawe College.
(Photo by Mike Matthews/Spoke)

Officiating spoils Condors' chances

By Mike Matthews

Varsity men's hockey coach Scott Long said he felt satisfied with his team's second place finish at the Brockport State Invitational Tournament Nov. 3 and 4, but he has a bitter taste in his mouth concerning the officiating in the championship game.

With the Condors leading the host team, Brockport State, 3-1 midway through the second period, Conestoga was assessed 10 consecutive penalties and trailed 5-3 after 40 minutes of play.

"After we had the two-goal lead in the second period, we received all those penalties and things progressively got worse through the rest of the game," Long said of Brockport's eventual 9-3 win.

Long estimated that Conestoga received 90 minutes in penalties, compared to Brockport's 34 minutes.

"I felt that we were actually out-playing them until the officials got into it," Long said. "In looking at the game sheet it is apparent that from the midway point of the second period we received a penalty practically every minute."

Long attributed some of the infractions to the difference in rules between the Eastern Collegiate Athletic Conference in which Brockport plays and the International Collegiate Hockey League where Conestoga plays. But he said the officiating on the whole was unfair. After the game, apologies from tournament organizers for the officiating did little to appease Long.

"I realize that it is often a loser's excuse to blame the officiating, as other than that I was really happy with our second place finish and the way the weekend went."

Conestoga defeated the University of Rochester 4-2 in their opening game to advance to the final of the four-team tournament. Rochester later beat the University of Scranton 9-5 to finish third. Long said many Conestoga players played well in the team's two games, but singled out forward Rob Datz for his three points and strong defensive effort in the tournament.

The tournament was held in Brockport, New York, a suburb of Rochester.

Condors lose season opener

By Mike Matthews

The varsity men's basketball team opened their regular season on the wrong end of a 101-40 rout at the hands of the Fanshawe Falcons in London, Nov. 4.

The loss follows Conestoga's defeat last week in the consolation final of the Durham College Invitational Tournament. Sir Sanford Fleming College of Peterborough beat the Condors 90-54.

"They (Fanshawe) are a well-coached team," said Conestoga coach Marty Kings after the game. "This is a rebuilding year for us, as

we have only two players back from last year's team."

Kings shares the coaching duties with Dave Lack and both are in their first year at the helm of a college team.

Kings said the team has been inconsistent, unable to put two good halves together. He compared the loss to Fanshawe with the consolation loss in Durham, explaining a good second half was not enough to make up for the poor starts in both games. By then it was "too little, too late," he said.

Fanshawe reeled off 15 points to open the game before Conestoga scored their first basket six-and-a

half minutes into the contest. The Condors never recovered from their slow start, trailing 56-20 at halftime.

Conestoga had a stronger start to the second half, outscoring Fanshawe 16-15 in the first nine minutes. The Falcons then went on a 30-4 scoring spree to close out the game.

"What it comes down to is they hustled and we didn't," Kings said. "I admit they are the better team, but we can surely put out a better effort than we did today."

Top point-scorers for the Condors were Clint Belanger with 14 and Scott Ferguson with nine.

Women's softball coach satisfied with team's championship season

By Mike Matthews

When looking back on his team's championship season, varsity women's fastball coach Ron Taylor exudes an air of satisfaction.

"I couldn't be any happier," Taylor said one week after his team's Oct. 22 triumph. "My goal of having an undefeated season came true, as the girls' continued to get better and better as the season wore on."

In this, his first season as coach, Taylor found himself at the helm of the defending OCAA champions with four players returning from the championship squad.

"I would have to say that this team was the best bunch of girls that I have ever worked with. In practice I would show them something and they would work on it and work on it until they got it right, until they felt comfortable," he said.

Team tryouts began Sept. 5 with the opener of Conestoga's six-game league schedule set for Sept. 20. This didn't leave Taylor and assistant coaches Lynn Thompson and Barb Brubaker much time to select a team. As the season ended Oct. 16, the coaches only had short time to get the players accustomed to playing with one another.

"These girls came from a variety of baseball backgrounds. Some of them have played for years at various competitive levels while others hadn't really played that much at all," said Brubaker. "So what we tried to do was give them a good, basic understanding of some baseball fundamentals. They really applied themselves, picked things up quickly and earned themselves a championship," she added.

At this point, Taylor figures that the team will lose only one or two players from this year's team, leaving a good nucleus to build on for next year.

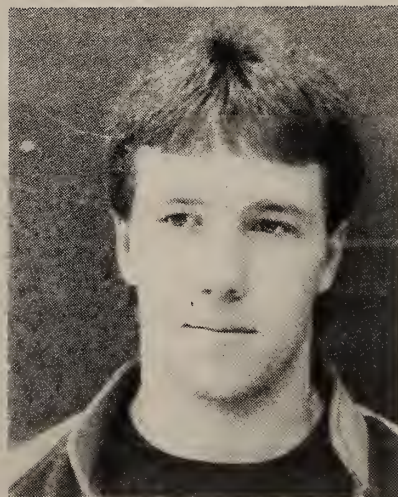
Conestoga College's varsity teams are still competing in OCAA action during the strike

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Athlete of the week



Rob Datz

Rob Datz, of the men's hockey squad, is the Athlete of the week at Conestoga for the week of Nov. 13.

Datz was superb in both Condor games last week scoring two goals and three assists at the Brockport State College Invitational tournament.

A native of Kitchener, Datz is enrolled in the second year of the law and security administration program at the Doon campus.



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Graphics student wins award

By John Freitas

A first-year graphics student received a \$250-award in a Christmas card design competition sponsored annually by a local architectural firm.

Julia Dremth was one of 30 students who tested their creative proficiency in designing a card which embodies the corporate identity of Horton & Ball Walter Fedy McCargar Hachborn and combines it with a Christmas message that will be sent to the firm's clientele.

Marina Huissoon, an architect from the firm, was one of four judges who assessed the students' work.

Huissoon said the company sponsors two South American children and the judges considered the representation of that element in the students' design.

Dremth's card combined a Christmas verse, the sponsoring firm's logo and a photographic representation of the children with a symmetrical linear grid construction.

"We (judges) chose the one (design) that had the most retentive value," said Huissoon. "If you saw it on a shelf you would remember it."

Dremth now faces another challenge: She must complete the art work and obtain a copyright before Dec. 1. Then her card will be printed and distributed to friends of the firm.

"I'm so excited, and I feel honored," said Dremth.



Julia Dremth, first-year graphics, displays a mock-up of her award-winning Christmas card design.

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